

TWINNING CONTRACT

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Further Support to the Reform of the Statistics System in Bosnia and Herzegovina



STUDY VISIT REPORT

on

Component 4 – Labour Market Statistics

Activity 4S

Study visit to Denmark

26-28 September 2022

Version: Final

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List of Abbreviations

BHAS	Agency for Statistics of Bosnia and Herzegovina
BiH	Bosnia and Herzegovina
CBBH	Central Bank of Bosnia and Herzegovina
EC	European Commission
EU	European Union
FBiH	Federation of Bosnia and Herzegovina
FIS	Institute for Statistics of Federation of Bosnia and Herzegovina
MS	EU Member State
RSIS	Institute for Statistics of Republika Srpska
RTA	Resident Twinning Adviser
ToR	Terms of Reference

1. General comments

This study visit report was prepared within the EU Twinning Project "Further Support to the Reform of Statistics System in Bosnia and Herzegovina" and organised under component 4 - Labour Market Statistics, activity 4S.

The purpose of the study visit was to present to the visitors from Bosnia and Herzegovina some of the statistical practice in Statistics Denmark in:

- Data collection of labour cost
- GSBPM and quality framework
- Introduction to education register
- Structure of earnings survey
- Business register
- Labour cost index

At the end of the study visit participants presented the status of the Project for developing structure of earnings survey in Bosnia and Herzegovina including conducting of the pilot SES survey and findings and data from it.

The staff of BHAS, FIS and RSIS would like to express their thanks to all officials and individuals met for the kind support and valuable information which they received during the stay in Denmark and which highly facilitated the work.

This views and observations stated in this report are those of the consultant/s and do not necessarily correspond to the views of EU, BHAS, FIS, RSIS, CBBH, Statistics Denmark, Statistics Finland, Statistics Sweden and Istat.

2. Lessons Learned

1. At the beginning of the study visit the vision, mission and goals of the Statistics Denmark were presented so as their implementation in five-year strategy plans.

There were also presented data sources used:

- Registers
 - CPR (Central Person Register)
 - CVR (Central Business Register)
 - BHR (Building and Housing Register)
- Online reporting to the Statistics Denmark
- Sample:
 - questionnaires and interviews
- Big data:
 - scanners from supermarkets

2. Danish Labour Cost Survey (LCS) was presented as a yearly survey with a sample of private companies with more than 9 employed, collected at company level out of following sources: Danish Structure of Earnings survey, national pension fund and tailored questionnaire.

3. GSBPM and quality framework in Statistics Denmark was presented by Mrs Karin Blix.
Quality Frameworks

- EU:
 - ESS Code of Practice (CoP)
 - Quality assurance framework
- Outside EU
 - UNs Fundamental principles
 - UNs Generic Statistical Law
 - UNs NQAF (National Quality Assurance Framework)
 - OECD: Good Statistical Practices
 - ISO 9000
 - EFQM Excellence model – Europeans Foundation for Quality Management

4. We had presentation of education statistics in Denmark and its four data sources:

- The Student Registry
- The Course Registry
- The Qualification Registry
- The Highest Completed Education Registry
- New additional: The Matched Educational Data

Applications used for producing education statistics:

- Research

Researchers can get access to detailed data from Statistics Denmark which allows them to make complex studies of correlations between education and other factors such as health, employment, salary, parents education level, etc.

- Governance

Statistics Denmark collaborates closely with the Ministry of Education and Ministry of Higher Education and Science that are providers and users of statistical data on education.

5. The labour cost index is the most important and the most used indicator produced by Statistic Denmark Labour Market Department. It is produced quarterly out of wage information from standardised all jobs.

There are two indexes:

- Implicit wage index (old index)

In some ways an index of development of averages in industrial sectors.

The implicit index is an index of unit values – development in average salary based on all workers in an industrial sector.

- Standardized wage index (new index)

An index where types of jobs are taken into account.

The standardized index is a price index.

6. The third day of the study visit participants from Bosnia and Herzegovina presented what was done during the +Project and about the pilot survey conducted.

During the first mission, we have developed the work plan/road map for all the activities during the project.

Together with experts, we made work plan/road map for the activities needed, done analysis of current data sources and made decisions on needs for the new data collection, on reference period and identification of external stakeholders.

During the second mission we: finalized the questions for the questionnaire and decided on the methodology to calculate the needed variables for SES based on the variables to be collected, presented the outline for the population and sample to the sample experts from BiH, to give them input for the sample to be drawn in early 2022 and presented the plan for the data to be collected to the IT experts from BiH, to give them input on how to design a database for the data to be entered into.

During the third mission we: finalized data collection instruments including questionnaires and database for data to be entered, finalized the population and sample data, prepared data collection, including questions regarding training of personnel.

We have prepared and done the pilot structure of earnings survey in spring 2022. There were three forms of questionnaires: paper questionnaire (DB), excel questionnaire (FIS and DB) (with implemented controls in particular fields) and web application (RSIS) (with implemented controls in particular fields).

Sample frame included two classes of companies based on the number of employees: 10-49 employed (only subjects that were not in the sample for LCS) and 50-249 employed from CEA sections:

C – Manufacturing, G - Wholesale and retail trade; repair of motor vehicles and motorcycles and Q - Human health and social work activities

The aim regarding sample was to have 1000 employed and to have response around 700 employed following next scheme:

- Enterprises with 10-49 employed – all employed,
- Enterprises with 50-99 employed every second or 50% employed,
- Enterprises with 100-249 employed every fourth or 25% employed.

The filed work was conducted from 1st to 30th April, 2022.

The data were collected and the databases were formed in FIS, RSIS and DB in SPSS. The data were delivered to BHAS in time for FIS and RSIS in order to form the state level data base (Tables A and B)

Data base analysis and data editing were done in SPSS:

- Identification and imputation of non-existent and non-consistent answers (payed working hours field was not fulfilled in several cases; age field was not fulfilled in some cases)
- Preparation of rules for automatic data validation based on validation rules from the regulation - Council Regulation 530/1999, the Commission Regulations 1916/2000 and 1738/2005.

In accordance with the Regulation, we prepared an SPSS script for transcodification of variables in the prescribed format.

Automatic transcodification of Tables A and B is enabled.

The processed and transcodified database contains: original data - raw data, edited data, transcodified data and variables formed on the basis of validation rules from the Regulation. Edited database was submitted to the Sample department for weighting.

3. Conclusions and recommendations

During the study visit, we had the opportunity to expand our knowledge, and the hosts were ready to present their experiences in various statistical areas. The experiences and knowledge presented by the experts are of great importance to us. The diversity of the team that made presentations of certain statistical areas contributed to creating a broader and clearer picture of the way statistical data is collected and processed in Denmark.

This study visit was a good opportunity to hear about the use of administrative sources in the field of labour market statistics and the production of statistics based on administrative sources. The simplicity of data collection and processing will be an additional motive for us to switch to administrative data sources as quickly as possible.

The Danish experts, analysing the questionnaire created for the implementation of the pilot SES, pointed out certain shortcomings, which are not big but will help to improve the research.

One of the most important topics was the Labour Cost Index (LCI), which is not produced here. Its importance and method of calculation were pointed out to us. Production of LCI will be one of our goals in the next five years. Regarding our needs for further progress, for the implementation of the regular SES 2023 survey, it is necessary to define: the method of calculating the indicators, the imputation methods of missing values, as well as the tables for publication defined in detail, which would complete the process from the preparation of the methodology to the publication of the data.

We would benefit from an extension of the Twinning project, component 4 for SES and in terms of support during the implementation of the full research, which will certainly be more challenging than the pilot survey.

For the next mission:

Actions needed for moving forward –

Action	Deadline	Responsible institution / person
Preparation of the dissemination report	The fourth mission	
Possible production of the average salary for the section	One of the next missions	

Annex 1. Programme

Component 4 – Study visit agenda

<u>Monday, 26 September 2022</u>		<u>Venue: Adolph Jensen</u>
09.30 - 10.30	Welcome and introduction to Statistics Denmark	Jesper Elleмосe Jensen
10.30 - 12.00	Data collection of labour cost	Jesper Moltrup-Nielsen
12.00 - 13.00	<i>Lunch</i>	Jesper Elleмосe Jensen
13.00 - 15.00	GSBPM and quality framework	Karin Wenche Schytte Blix
15.00 - 15.30	Reflection on lessons learned and application in BiH	Beneficiary institutions & Jesper Elleмосe Jensen
<u>Tuesday, 27 September 2022</u>		<u>Venue: Skak Nielsen</u>
09.30 - 10.30	Introduction to education register	Eva Lotti Hansen
10.30 - 12.00	Labour cost survey	Rebecca Dahlgaard
12.00 - 13.00	<i>Lunch</i>	IR
13.00 - 15.00	Introduction to Business Register	Birgit Nielsen
15.00 - 15.30	Reflection on lessons learned and application in BiH	Beneficiary institutions & Jesper Elleмосe Jensen
<u>Wednesday, 28 September 2022</u>		<u>Venue: Adolph Jensen</u>
9:30 - 12.00	Introduction to Labour cost Index	Kirstine Andreasen
12.00 - 13.00	<i>Lunch</i>	IR
13:00 - 14:30	Status of the project in BiH	BiH
14.30 - 15.30	Reflection on lessons learned and application in BiH, next steps, evaluation of the study visit	Beneficiary institutions & Jesper Elleмосe Jensen

Annex 2. Persons met

Agency for Statistics of Bosnia and Herzegovina

- Radoslav Ćorović, Assistant Director in The Sector for Demography and Social Statistics
- Vladimir Mijović, Head of Labour Market Department
- Svjetlana Kezunović, Senior Officer in Labour Market Department

Institute for Statistics of Republika Srpska

- Biljana Glušac, Senior Statistician for Labour, Wages and Employment Statistics
- Mladen Marić, Head of Department for Data Entry, Application Development and Database Administration
- Željko Asentić, Assistant Director for Demographic and Social Statistics Sector

Institute for Statistics of the Federation of Bosnia and Herzegovina

- Emina Šabanadžović, Senior Adviser for Labour Cost and Earning Statistics
- Edina Mehidić, Sampling Expert
- Mirela Softić, IT Expert

Statistics Denmark

- Jesper Ellemose Jensen, Chief Adviser, International Consulting Unit
- Jesper Moltrup-Nielsen, Leading Chief Adviser, Labour and Income
- Rebecca Dahlgaard, Senior Adviser, Labour and Income
- Kirstine Andreasen, Senior Adviser, Labour and Income
- Karin Wenche Schytte Blix, Chief Adviser, Methodology and Analysis
- Birgit Nielsen, Senior Adviser, Business Data collection and Registers
- Eva Lotti Hansen, Senior Adviser, Population and Education

Twinning Project

Larisa Muslimovic, Interpreter